TECHNICAL REPORT 6

# Fertility levels and contraceptive practices among central government employees in india

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# FERTILITY LEVELS AND CONTRACEPTIVE PRACTICES AMONG CENTRAL GOVERNMENT EMPLOYEES IN INDIA

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# PREFACE

The present study was undertaken by National Institute of Health and Family Welfare at the instance of Ministry of Health and Family Welfare, Government of India. It deals with fertility levels and contraceptive practices amongst central government employees. Though the data collected for the study were of limited scope, the findings are quite revealing. The differentials that exist between different grades of government employees in the practice of family planning methods are brought out clearly.

This is one of many such studies referred to this Institute by the the Ministry of Health and Family Welfare withaa view to throw light on various issues concerning family welfare programme particularly in the context of National Population Policy announced by them. I hope that the findings of this study are found useful by the policy makers and administrators of different levels.

I wish to record my sincere gratitude of the help received from the Ministry of Health and Family Welfare, particularly Mrs. Serla Grewal, IAS, Additional Secretary & Commissioner (Family Welfare) to the Government of India in obtaining the information from all central government employees through their respective Ministries.

New Delhi,
14th August, 1978

(Sharad Kumar)
Director

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- Authors

# INTRODUCTION

In the light of the National Population Policy statement announced by the then Union Minister of Health and Family Planning, Government of India on 16th April, 1976[1], certain steps to implement the family welfare programme were taken. One of these steps was an appeal to all central government employees to make earnest efforts towards small family norm by adopting family planning methods themselves, if their family units had been completed with two or more children. This was particularly important for all currently married government employees who were in the reproductive age group (wife age between 15-44 years). Thus, the government desired that each government employee might take a leading part by practising family planning methods in the first instance by himself/herself and then motivate others. In order to initiate any special programme required for government employees, the basic data were collected on the marital status and practice of family planning methods by all the central government employees working in various ministries and their attached and subordinate offices in the country during the second half of the year 1976. This report attempts to present fertility differentials and family planning practices among the various socio-demographic groups of central government employees in India based on the analysis of data thus obtained.

## METHODOLOGY

The Ministry of Health and Family Welfare, Government of India designed a proforma to collect information from each employee on his/her designation, marital status, age of spouse, number of living children, age of last living child and if the couple is in the reproductive age group (wife age between 15-44 years) and whether they are adopting any family planning methods, if so, what method is being practised. The Ministry circulated the proforma to all central government employees working in different ministries and their attached and subordinate offices located anywhere in India through their heads. The data were received by the National Institute of Health and Family Welfare for processing.

Information available on designation of the government employees was utilized in working out their service grades and thus grouping them into various economic strata. Utmost care, however, was taken to minimise misclassification of the employees into four grades under the Central Civil Service Rules, SR 17 as stated below. The term 'Pay' refers to pay in the revised scales of pay promulgated under the Central Civil Service (Revised Pay) Rules, 1973.

| | |
|---|---|
| First Grade: | It included those in receipt of pay of Rs. 1,000 or more per month. |
| Second Grade: | It included those who were in receipt of pay of Rs. 650 or more but less than Rs. 1,000 per month. |
| Third Grade: | It included those in receipt of pay of Rs. 330 or more but less than Rs. 650 per month. |
| Fourth Grade: | It included those in receipt of pay of less than Rs. 330 per month. |

The total regular employment in the central government sector (excluding central quasi-government establishments/organizations) was 30.4 lakhs as on 31st March, 1976[2]. Of the total regular central government employees, 96.7 per cent were males and 3.3 per cent were females. As many as 96.4 per cent belonged to either grade III or grade IV and a meagre proportion of 3.1 per cent belonged to either grade I or grade II, the remaining 0.5 per cent were being unclassified.

Only 96,279 (3.2%) of the total population of Central Government employees, hereafter called 'Employees' respondent which constituted a sample of 14.4 per cent of grade I, 19.2 per cent of grade II, 3.5 per cent of grade III and 1.7 per cent of grade IV as shown in Table 1.

Except the State of Nagaland and Union Territory of Dadra and Nagar Haveli, the respondents represented all the States and Union Territories in India. However, more than three-fourth of the total respondents were from Delhi and Maharashtra itself. Delhi alone constituted 63.2 per cent. The data of those States and Union Territories, where the responses were very meagre, were pooled under the head 'Others'. The male respondents constituted 94.1 per cent of the total respondents while females respondents were only 5.9 per cent as against 96.7 per cent male employees and 3.3 per cent female employees in the total Central Government employees population (Appendix I).

For the analysis of fertility and practice of contraception, 'currently married employees' is defined as those whose wives and female employees themselves were in the reproductive age group of 15-44 years. Obviously, as in the case of total employees, about three-fourth of the total currently married employees belonged to Delhi and Maharashtra only. It is seen that

TABLE 1

POPULATION OF CENTRAL GOVERNMENT EMPLOYEES IN INDIA AND NUMBER OF RESPONDENTS

| Service Grade | Population of Employees in India as on 31st March, 1976* | Respondents | |
|---|---|---|---|
| | | Number | Percent to Population of Employees |
| I | 35,133 | 5,058 | 14.4 |
| II | 60,105 | 11,520 | 19.2 |
| III | 1,637,628 | 57,469 | 3.5 |
| IV | 1,296,157 | 21,464 | 1.7 |
| Unspecified | 15,665 | 768 | 4.9 |
| Total | 3,044,688 | 96,279 | 3.2 |

*Source: Directorate General of Employment and Training, Ministry of Labour, Government of India, New Delhi.

the currently married female employees constituted only 4.7 per cent in comparison to 95.3 per cent of their male counterparts, and therefore, the sex differences may not be strictly comparable (Appendix II). Moreover, in some States the number of currently married female employees was negligibly small and therefore, inter-State comparisons between sexes were not desirable. State differentials in respect of fertility and practice of contraception were studied for total (male and female) currently married employees only.

Further, while the number of respondents is large enough, the response rate is poor. The response rate is also found to vary considerably between different service grades. This leads to a series of questions such as "who are these non-respondents?". "Can it be assumed that considerable self-selection might have occurred in the pattern of response?" If so, "can the results based on these data be assumed representative of the total central government employees?" It is, however, reasonable to assume that there existed the bias of self-selection and hence the results cannot really be generalized to the universe of the central government employees. Further, nothing much is known about the non-respondents. Under such circumstances, the results of this study have to be discretely used as only pointers of general direction and not as instruments of micro level planning.

## SOCIO-DEMOGRAPHIC STATUS OF RESPONDENTS

The distribution of all male and female respondents according to their marital status, service grades and age has been considered to study their socio-demographic status.

### Marital Status

The distribution of employees by their marital status is shown in Table 2. As many as 85.3 per cent of the total employees were married. It is observed that 28.1 per cent of female employees were unmarried as against 11.9 per cent of male employees. Similarly, the proportion of widows (7.3%) was higher than widowers (1.3%). Divorced or separated male and female employees were, however, insignificant in proportions.

TABLE 2

DISTRIBUTION OF RESPONDENTS BY MARITAL STATUS AND SEX, 1976

| Marital Status | Number | | | Percentage | | |
|---|---|---|---|---|---|---|
| | Male | Female | All | Male | Female | All |
| Never Married | 10,812 | 1,589 | 12,401 | 11.9 | 28.1 | 12.9 |
| Married | 78,484 | 3,619 | 82,103 | 86.6 | 64.1 | 85.3 |
| Widowed | 1,150 | 413 | 1,563 | 1.3 | 7.3 | 1.6 |
| Divorced/ Separated | 100 | 18 | 118 | 0.1 | 0.3 | 0.1 |
| Unknown | 84 | 10 | 94 | 0.1 | 0.2 | 0.1 |
| Total | 90,630 | 5,649 | 96,279 | 100.0 | 100.0 | 100.0 |

## Service Grade

The distribution of respondents by their service grades is shown in Table 3.

It is observed that a majority of respondents (59.7%) belonged to grade

TABLE 3

DISTRIBUTION OF RESPONDENTS BY SERVICE GRADE AND SEX, 1976

| Service Grade | Number | | | Percentage | | |
|---|---|---|---|---|---|---|
| | Male | Female | All | Male | Female | All |
| I | 4,878 | 180 | 5,058 | 5.4 | 3.3 | 5.2 |
| II | 11,134 | 386 | 11,520 | 12.3 | 6.8 | 12.0 |
| III | 53,016 | 4,453 | 57,469 | 58.5 | 78.8 | 59.7 |
| IV | 21,019 | 445 | 21,464 | 23.2 | 7.9 | 22.3 |
| Unknown | 583 | 185 | 768 | 0.6 | 3.3 | 0.8 |
| All Grades | 90,630 | 5,649 | 96,279 | 100.0 | 100.0 | 100.0 |

III. The non-gazetted grade III and grade IV employees together constituted 82 per cent of the total employees. Among the male employees, 58.5 per cent were in grade III, while this proportion among female employees was 78.8 per cent. In other grades, the proportion of males was higher than those of females.

## Age of Employees

The age distribution of all employees reveals that a little less than half (48.5%) were below the age of 35 years as shown in Table 4. In the first age group 15-19 years, the proportion of employees was very small, being only 0.3 per cent. The female employees were about five years younger than male employees on an average. The average age of female employees was 31.9 years and that of males 37.1 years.

TABLE 4

DISTRIBUTION OF RESPONDENTS BY AGE AND SEX, 1976

| Age Group | Number | | | Percentage | | |
|---|---|---|---|---|---|---|
| | Male | Female | All | Male | Female | All |
| 15-19 | 301 | 26 | 327 | 0.3 | 0.4 | 0.3 |
| 20-24 | 8,321 | 1,104 | 9,425 | 9.2 | 19.5 | 9.8 |
| 25-29 | 18,617 | 1,591 | 20,208 | 20.5 | 28.2 | 21.0 |
| 30-34 | 15,678 | 1,034 | 16,712 | 17.3 | 18.3 | 17.4 |
| 35-39 | 14,138 | 721 | 14,859 | 15.6 | 12.8 | 15.4 |
| 40-44 | 11,125 | 438 | 11,563 | 12.3 | 7.8 | 12.0 |
| 45-49 | 8,858 | 254 | 9,112 | 9.8 | 4.5 | 9.5 |
| 50-54 | 8,694 | 173 | 8,867 | 9.6 | 3.1 | 9.2 |
| 55+ | 4,157 | 26 | 4,183 | 4.6 | 0.4 | 4.3 |
| Unknown | 731 | 282 | 1,013 | 0.8 | 5.0 | 1.1 |
| All Ages | 90,630 | 5,649 | 96,279 | 100.0 | 100.0 | 100.0 |

## CHARACTERISTICS OF CURRENTLY MARRIED EMPLOYEES

An attempt has been made here to characterise the currently married employees in the reproductive age group, 15-44 years in respect of their service grade, age of wife of male employees and age of female employees, number of living children and the age of the last living child. Hereafter, only currently married employees are considered and may also be called as 'Employee' in the remaining text.

### Service Grade

Table 5 shows the distribution of currently married employees by their service grades.

In case of males, the highest proportion of 58.9 per cent was for grade III followed by 23.4 per cent for grade IV. Both the grades III and IV together constitute a substantially very high proportion of 82.3 per cent of the total employees. Similarly, the females' grades distribution shows that 80 per cent were in a single grade III only and the rest were in others.

TABLE 5

PERCENTAGE DISTRIBUTION OF CURRENTLY MARRIED EMPLOYEES BY SERVICE GRADE AND SEX

| Service Grade | Male | | Female | | Both | |
|---|---|---|---|---|---|---|
| | Number | Per cent | Number | Per cent | Number | Per cent |
| I | 3,439 | 5.1 | 98 | 2.9 | 3,537 | 5.0 |
| II | 7,976 | 11.9 | 237 | 7.1 | 8,213 | 11.6 |
| III | 39,603 | 58.9 | 2,654 | 80.0 | 42,257 | 59.9 |
| IV | 15,739 | 23.4 | 203 | 6.1 | 15,942 | 22.6 |
| Unknown | 470 | 0.7 | 130 | 3.9 | 600 | 0.9 |
| Total | 67,227 | 100.0 | 3,322 | 100.0 | 70,549 | 100.0 |

## Age of Wife

The age of wife of male employee is considered instead of the age of male employee himself as it would facilitate comparison of fertility with the age of female employee.

Table 6 shows the age distribution of wives of male employees and that of female employees according to the service grades of male and female currently married employees respectively. It is observed that half of the male employees were having their wives below the age of 30 years. However, this proportion decreased considerably with the increase in various grades in male employees. This indicates the younger age distribution of wives of male employees in the lower grades in comparison to higher grades. The average age of wives bears a positive correlation with the service grades of their husbands. The average age of wives of all grades of male employees was 30.3 years.

As many as 44.5 per cent of female employees were in the age group of 20-29 years. However, no female employee was below 20 years. With the exception of class IV female employees, the proportions of females below 30 years of age decreased with the increase in their service grades. It is observed that grade IV female employees were about six years older than the wives of grade IV male employees on an average. The age distribution of grade III, II and I female employees has shown similar but slightly older age distributions than those of male employees. The average age of female eligible employees was 31.7 years.

## Number of Living Children

The distribution of male and female currently married employees by their number of living children is presented in Table 7. It may be observed that 13.6 per cent of the male employees had no living children. The proportion of male employees with no living children decreased sharply from grade IV to grade 1 possibly because of the differences in age. Another 59.7 per cent of the male employees had one to three children. It is interesting to observe that the proportion of male employees who had one to three children increased with the increase in their service grades. Their proportions in the grades IV, III, II and I were observed as 53.8, 58.4, 69.5 and 77.8 per cent respectively. This indicates that the small family norm of three children had acceptance by a substantially higher proportion of male employees in the higher grades than the lower grades of employees. The remaining 26.2 per cent were having four or more living children. The average number of living children per eligible male employee was 2.5. However, no significant difference in the average number of children was seen between male employees in different grades.

## TABLE 6

## PERCENTAGE DISTRIBUTION OF CURRENTLY MARRIED EMPLOYEES BY AGE OF WIFE AND SERVICE GRADE

| Age of Wife* | Service Grades | | | | All Grades |
|---|---|---|---|---|---|
| | I | II | III | IV | |
| **Male Employees** | | | | | |
| 15-19 | 0.3 | 1.1 | 4.4 | 10.9 | 5.3 |
| 20-24 | 6.3 | 11.6 | 20.0 | 27.9 | 20.1 |
| 25-29 | 19.3 | 23.8 | 25.3 | 22.1 | 24.1 |
| 30-34 | 23.0 | 22.7 | 19.3 | 14.2 | 18.8 |
| 35-39 | 25.8 | 21.3 | 15.8 | 11.9 | 16.1 |
| 40-44 | 23.1 | 16.2 | 10.2 | 8.6 | 11.2 |
| Unknown | 2.2 | 3.3 | 4.8 | 4.4 | 4.4 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Mean Age | 34.5 | 32.7 | 30.3 | 28.2 | 30.3 |
| **Female Employees** | | | | | |
| 15-19 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| 20-24 | 1.0 | 3.4 | 10.5 | 5.9 | 9.1 |
| 25-29 | 14.3 | 22.8 | 39.3 | 25.1 | 35.4 |
| 30-34 | 25.5 | 34.6 | 26.8 | 23.6 | 27.2 |
| 35-39 | 27.6 | 23.2 | 15.9 | 23.2 | 18.0 |
| 40-44 | 29.6 | 15.6 | 6.7 | 20.2 | 9.5 |
| Unknown | 2.0 | 0.4 | 0.8 | 2.0 | 0.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Mean Age | 36.1 | 33.8 | 30.9 | 33.9 | 31.7 |

*Age of wife denotes age of wife of male employee and age of female employee herself, both currently married in the reproductive age group.

TABLE 7

PERCENTAGE DISTRIBUTION OF CURRENTLY MARRIED EMPLOYEES BY NUMBER OF LIVING CHILDREN AND SERVICE GRADE

| Number of living children | Service Grades I | II | III | IV | All Grades |
|---|---|---|---|---|---|
| **Male Employees** | | | | | |
| 0 | 7.2 | 9.5 | 13.5 | 17.5 | 13.6 |
| 1 | 16.4 | 16.7 | 17.5 | 18.7 | 17.5 |
| 2 | 37.1 | 30.6 | 22.4 | 19.2 | 23.5 |
| 3 | 24.3 | 22.2 | 18.5 | 15.9 | 18.7 |
| 4 | 9.6 | 11.8 | 13.5 | 12.7 | 12.9 |
| 5 | 3.4 | 5.5 | 7.9 | 8.3 | 7.5 |
| 6+ | 1.7 | 3.5 | 6.1 | 7.3 | 5.8 |
| Unknown | 0.3 | 0.2 | 0.7 | 0.4 | 0.5 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Mean | 2.3 | 2.4 | 2.5 | 2.4 | 2.5 |
| **Female Employees** | | | | | |
| 0 | 9.2 | 14.8 | 20.7 | 6.9 | 18.3 |
| 1 | 28.6 | 24.5 | 30.0 | 6.9 | 27.2 |
| 2 | 50.0 | 43.0 | 33.9 | 14.3 | 33.8 |
| 3. | 8.2 | 13.9 | 11.9 | 18.7 | 12.8 |
| 4 | 3.0 | 3.0 | 2.4 | 21.7 | 4.0 |
| 5 | 0.0 | 0.4 | 0.6 | 14.3 | 1.8 |
| 6+ | 0.0 | 0.0 | 0.3 | 16.7 | 1.9 |
| Unknown | 1.0 | 0.4 | 0.2 | 0.5 | 0.2 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Mean | 1.7 | 1.7 | 1.5 | 3.6 | 1.7 |

Among the female employees, 18.3 per cent had no living children. It is interesting to note that a substantially higher proportion of female employees in grade III (20.7%) and grade II (14.8%) were not having any living child which could be due to the difference in age and sterility. A high proportion of 73.8 per cent were having one to three living children. The proportion of those who had one to three living children increased with the increase in their service grades. Thus, a high proportion of 86.8 per cent of the grade I female employees having one to three children indicates that the females in higher grades accepted small size of their family upto three living children when compared with the low proportion of 39.9 per cent of the grade IV female employees. The average number of living children to male employees was 2.5 and female employees 1.7. The difference between these two averages seems to be significant which could possibly be attributable to differences in age at marriage and sterility. However, grade IV female employees had larger number of living children (3.6) in comparison to other grades of employees which may be due to the older age distribution and other factors to be investigated later. Similarly, grade III female employees had lowest number of living children (1.5) which could be due to younger age distribution in comparison to other grades of female employees. The average number of living children of female employees, however, in the various grades are not strictly comparable due to insufficient data in respect of grades I, II and IV.

The States varied substantially in respect of the average number of living children. The States of high averages were Maharashtra (2.8), Andhra Pradesh (2.6), West Bengal (2.5) and Delhi (2.5). Similarly, the States of low averages were observed as Madhya Pradesh (1.9), Jammu & Kashmir (1.9), Bihar (2.0) and Gujarat (2.0) -(Appendix II).

## Age of Last Living Children

The distribution of currently married employees by the age of their last living child and service grades is shown in Table 8 for male and female employees respectively.

A majority of male employees (61.6%) had their youngest living child below five years of age. The proportions of those male employees having their last child below five years in grades IV, III, II and I were 68.6, 63.0, 52.4 and 39.8 per cent respectively. This reveals that the age of the last living child increased with the increase in the service grades of the male employees. The average age of the last child of male employees was 5.3 years.

Among female employees, 65.1 per cent were those who had their last living child below five years of age. Except the grade IV female employees, the proportion of those having the last child below five years decreased with the increase in their service grades. This leads to the conclusion that the

TABLE 8

PERCENTAGE DISTRIBUTION OF CURRENTLY MARRIED EMPLOYEES BY AGE OF LAST LIVING CHILD AND SERVICE GRADE

| Age of last living child (Years) | Service Grades I | II | III | IV | All Grades |
|---|---|---|---|---|---|
| **Male Employees** | | | | | |
| Less than 1 | 8.3 | 11.8 | 15.4 | 17.7 | 15.1 |
| 1- 4 | 31.5 | 40.6 | 47.6 | 50.9 | 46.5 |
| 5- 9 | 27.5 | 35.0 | 22.8 | 20.5 | 22.8 |
| 10-14 | 22.4 | 16.2 | 10.4 | 7.3 | 11.1 |
| 15 and more | 9.9 | 6.2 | 3.3 | 2.7 | 3.9 |
| Unknown | 0.4 | 0.2 | 0.5 | 0.9 | 0.6 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Mean Age | 7.8 | 6.3 | 5.2 | 4.6 | 5.3 |
| **Female Employees** | | | | | |
| Less than 1 | 11.3 | 11.4 | 18.9 | 12.7 | 17.1 |
| 1- 4 | 39.3 | 47.0 | 51.4 | 27.0 | 48.0 |
| 5- 9 | 29.2 | 30.2 | 19.3 | 30.7 | 21.9 |
| 10-14 | 14.6 | 8.9 | 7.6 | 17.9 | 8.8 |
| 15 and more | 5.6 | 2.0 | 2.5 | 8.0 | 3.0 |
| Unknown | 0.0 | 0.5 | 0.3 | 3.7 | 1.2 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Mean Age | 6.1 | 5.2 | 4.5 | 7.1 | 4.9 |

Note: 9,135 males and 608 females who were not having any living child, are excluded.

age of last living child has positive correlation with the service grades of female employees. The average age of last living child of female employees was 4.9 years which was lower than the male employees. However, the female employees in grade IV had the highest age of the last living child.

Though, the number of living children is found to have no correlation with service grade, the average age of wife and the average age of the last living child is found to bear a positive correlation with the service grade amongst male employees. This is also true in case of female employees in grades III, II and I. The grade IV female employees has shown typically different characteristics as older age distribution, very high average number of living children and the highest age of the last living child in comparison to other grades of female employees.

## FERTILITY DIFFERENTIALS

Differentials in fertility performance of women belonging to different socio-economic groups have been shown by various fertility studies conducted in India and other countries. Such differentials do exist among different communities within a nation and among different nations of the world. Several social and cultural factors, namely, early marriage, an aversion to spinisterhood, or a strong desire for a male child stimulate fertility while other factors such as celibacy and abstinence, prolonged lactation, absence of spouses, divorce, and practice of family planning contribute to reduction in fertility. The fertility of a population is also found related to social norms, religious beliefs, economic goals, technological levels, and many other factors which directly or indirectly influence fertility.

Heer has indicated that in most nations, during recent years, the social classes having the highest income have had lower fertility than those with lower incomes[3].

Freedman has discussed that 'if women work after marriage the chances are that they will have fewer children. The evidence on this point is "systematic" and "independent" family income. However, it can only in part be attributed to the fact that women who cannot have children may choose to work. Presumably, families postpone having children and, in some cases, avoid having additional children in order to make it possible for the women to work[4]. In an all-India fertility survey of Sample Registration Scheme (SRS), it has clearly been brought out that the level of education has an influence in reducing fertility and the fertility is lower among higher per capita expenditure group that among the low expenditure group[5]. Thus, fertility rate decreases with the increase in the level of education and the level of expenditure.

In the present study, the fertility differentials in respect of a segment of central government employees are examined for various groups, viz., service grade, age of wife and status of family planning. The number of living children to the currently married employees in the reproductive age group of wife 15-44 years is the only indicator of fertility levels which could be computed with the available data. The number of living children is used to examine the fertility differentials between the various socio-demographic groups of government employees. The main limitation of the number of living children is that it does not take into account the total

number of children born to a woman during her reproductive period and, therefore, it is not a reliable estimate of fertility in the event of high infant or child mortality. The number of living children is, however, used here only to compare the fertility levels and not to estimate the level of fertility. The scope for a detailed fertility analysis is, thus, very much restricted on account of non-availability of adequate data. Other indices of fertility viz. general fertility rate, total fertility rate, child woman ratio etc., therefore, could not be estimated.

## Service Grade and Fertility

The economic status of a couple is determined, to some extent, by the household occupation or by a consideration of the husband's and wife's occupation. Other criteria like income or expenditure or land possessed etc. are in fact better for measuring the economic status. In case of the central government employees in India, their economic status can be reasonably well measured from their service grades.

The average number of living children by upper and lower service grades of currently married male and female employees are given in Table 9.

It may be seen that the economically better, grade I and II employees, had indicated slightly lower number of living children on an average than the poorer lower grade III and IV employees. Grade I employees had an average of 2.28 living children while lower grade IV had 2.46 living children. It is observed that the number of living children of male employees in upper grade I (2.30) was somewhat less than the lower grade IV (2.45). In case of female

**TABLE 9**

**AVERAGE NUMBER OF LIVING CHILDREN BY SERVICE GRADE**

| Service Grades | Currently Married Employees | | |
|---|---|---|---|
| | Male | Female | Both |
| I | 2.30 | 1.67 | 2.28 |
| II | 2.42 | 1.67 | 2.40 |
| III | 2.51 | 1.48 | 2.45 |
| IV | 2.45 | 3.59 | 2.46 |
| Unknown | 3.37 | 3.47 | 3.39 |
| All Grades | 2.48 | 1.71 | 2.44 |

employees, the difference in the average number of living children between grade I and grade IV was substantial. Average number of children were 1.67 and 3.59 for females grade I and grade IV employees respectively. Both male and female employees who had not specified their designations (service grades) had substantially higher number of living children (3.37-3.47). However, a large proportion of such employees was observed from females. Obviously, the fertility in terms of the number of living children seems to be significantly lower in case of female employees than male employees as observed earlier also.

## Age of Wife and Fertility

The age of wife in the reproductive age group of 15-44 years is considered to be a very important demographic factor associated with their fertility. Table 10 indicates the average number of living children to wives of male employees and to female employees by age groups. The data reveal that there is a positive correlation between age and average number of living children. The number of children is seen to be sharply increasing from 1.2 children in age group 20-24 to 2.2 children in age group 25-29 and 3.0 children in age group 30-34.

It has been observed that among those employees who have completed their child bearing age, i.e. attained wives age of 45 years, the total number of living children, on an average, was 3.7. It is worth observing that an employee in the wife age group 30-34 years had three living children. This indicates that the promotion of family welfare may be done among young employees especially in the most fertile age group 25-30 years.

The level of fertility of government employees may be well compared with the fertility of general population estimated in the all-India sample studies conducted by Operation Research Group (ORG), Baroda and the Sample Registration Scheme (SRS) of the Registrar General of India[6,7]. Since both these surveys were conducted around 1970-72, the results of these may not be strictly comparable with the present survey of government employees due to time lag. However, it is possible to bring out some broad inferences from such comparisons. It is worth observing from Table 10 that the average number of surviving children per couple in each age group of wives of government employees was lower in comparison to ORG and SRS. The completed fertility in terms of total number of living children in the wife age group 40-44 years was lowest (3.7) for government employees in comparison to ORG (4.2) and SRS(4.4). Thus, there are some indications that the government employees might be having lower fertility than the general population.

## Age of Last Living Child and Fertility

The average number of living children per currently married employee

## TABLE 10

## AVERAGE NUMBER OF LIVING CHILDREN BY AGE OF WIFE

| Age of wife | Government Employees | | | All India Survey | |
|---|---|---|---|---|---|
| | Male | Female | All | ORG* | SRS** |
| 15-19 | 0.4 | - | 0.4 | 0.4 | 1.1 |
| 20-24 | 1.2 | 0.5 | 1.2 | 1.3 | 1.6 |
| 25-29 | 2.3 | 1.2 | 2.2 | 2.4 | 2.6 |
| 30-34 | 3.1 | 2.1 | 3.0 | 3.2 | 3.6 |
| 35-39 | 3.5 | 2.4 | 3.4 | 3.8 | 4.2 |
| 40-44 | 3.8 | 2.9 | 3.7 | 4.2 | 4.4 |
| Unknown | 2.7 | 1.4 | 2.6 | - | - |

Source: *Operational Research Group, Baroda, Family Planning Practices in India, 1970.

**Sample Registration Scheme, Fertility Differentials in India, 1972.

## TABLE 11

## AVERAGE NUMBER OF LIVING CHILDREN BY AGE OF LAST LIVING CHILD

| Age of Last Living Child (Years) | Currently Married Employees | | |
|---|---|---|---|
| | Male | Female | All |
| Less than 1 | 2.5 | 1.9 | 2.5 |
| 1- 4 | 2.8 | 1.9 | 2.7 |
| 5- 9 | 3.2 | 2.4 | 3.2 |
| 10-14 | 3.2 | 2.6 | 3.2 |
| 15 and more | 2.7 | 2.4 | 2.7 |
| Unknown | 2.0 | 4.2 | 2.2 |
| All ages* | 2.9 (58,091) | 2.1 (2,714) | 2.8 (60,805) |

* 9,136 males and 608 females who were not having any living child are excluded and therefore figures in parenthesis indicate total number of employees who had at least one living child.

who had atleast one living child by the age of the last living child is shown in Table 11. It may be observed that the average number of living children increased with the increase in age of the last living child upto the age of ten years. In the following age group of the last living child, 10-14 years, however, no variation in fertility level is observed. This reveals that if, the age of the last living child of the government employees reached between 5-9 years, they might have completed the size of their family and thereafter they might have seriously adopted either a reliable method of contraception or a terminal method of sterilization. In the age group 15 and over of the last living child, the average number of living children, however, dropped from 3.2 to 2.7.

## Fertility of Users and Non-users

The ORG Study on family planning practices in India has shown that the 'never users' couples were younger and had fewer children and lower fertility as compared to 'current users'. The study estimated that 'never users' had 2.5 average number of living children and 'current users' had 3.8[8].

Among the central government employees, the fertility differences between current users and non-users are found to be substantial. Employees currently using any method of family planning including sterilization had 2.9 living children on an average as against 1.5 living children amongst non-users. Similarly, the male as well as the female current users had more number of living children than the male and female non-users respectively. Since, the non-users were having less number of living children in comparison to current users, they might probably be younger than the current users which will be studied later while discussing their economic and demographic status.

## Inter-State Differentials in Fertility

The levels in fertility between States may not be strictly comparable due to a wide variation in the number of respondents in each State and smallness of the number in some States. Such comparisons, however, possibly may give some indications on the inter-State differences in fertility as well as in the practice of family planning methods.

From Statewise estimates of the average number of living children per married male and female employee, it is observed that the inter-State variations in fertility are substantial (Appendix II). It is seen that the average number of living children was highest in Maharashtra (2.8) and the lowest in Madhya Pradesh (1.9). Andhra Pradesh, Maharashtra, West Bengal and Delhi turned out to be the States with above the national average of 2.4 number of living children and the rest of the States below the national average.

## FACTORS ASSOCIATED WITH PRACTICE OF FAMILY PLANNING

The national family planning programme has been in operation in India for more than two decades. In the course of this period, a great variety of ingredients have been incorporated for promoting the adoption of family welfare. Apart from clinical services being made available to the practitioners of family planning methods, the widespread and intensified extension approach has been used for motivation. To assess the extent of practice of family planning methods, it is necessary to know the percentage practising family planning methods in terms of the broadest social, economic and cultural aspects of developments.

In case of central government employees, the information available on service grade, age of wife, number of living children and age of last living child has been utilized to know the factors associated with the practice of family planning. A currently married employee using any method of family planning is classified under one method only. Of the total currently married employees, 67.1 per cent reported as 'current users' of family planning methods including sterilization either by themselves or their spouses. The proportion of current users among male employees (67.4%) was higher than female employees (61.4%).

### Service Grades and Practice of Family Planning

The proportion of currently married male and female employees practising family planning in different grades of their services is shown in Table 12. The analysis of the data reveals that the proportion practising was higher among the higher economic strata of grade I than the lower economic strata of grade IV employees. It is surprising to note that the practice among grade IV female employees was higher (71.8%) than male employees (57.7%), while the proportion practising in all the other grades was higher for males than females.

### Age of Wife and Practice of Family Planning

The age record of currently married employees shows that the proportion of currently married males and females currently practising family planning methods in each age group increased sharply below the age of 35 years as shown in Table 13. A high proportion of about 82 per cent male and female employees was practising family planning methods in the wives

TABLE 12

PRACTICE OF FAMILY PLANNING BY SERVICE GRADE

| Service Grade | Per cent to total currently married employees practising family planning | | |
|---|---|---|---|
| | Male | Female | All |
| I | 81.8 | 74.5 | 81.6 |
| II | 78.4 | 61.6 | 77.9 |
| III | 67.7 | 59.0 | 67.1 |
| IV | 57.7 | 71.8 | 57.9 |
| Unknown | 74.7 | 86.0 | 77.2 |
| All Grades | 67.4 | 61.4 | 67.1 |

TABLE 13

PRACTICE OF FAMILY PLANNING BY AGE OF WIFE

| Age of Wife* | Per cent to total currently married employees practising family planning methods | | |
|---|---|---|---|
| | Male | Female | All |
| 15-19 | 18.0 | - | 18.0 |
| 20-24 | 47.0 | 31.9 | 47.0 |
| 25-29 | 72.7 | 53.8 | 71.6 |
| 30-34 | 83.1 | 71.2 | 81.7 |
| 35-39 | 82.7 | 77.0 | 81.3 |
| 40-44 | 71.2 | 63.1 | 70.0 |
| Unknown | 41.2 | 35.0 | 41.1 |
| All ages | 67.4 | 61.4 | 67.1 |

*Age of wife of male employee and age of currently married female employee in the reproductive age group 15-44 years.

age-group (30-34). It is important to note that the proportion practising was less in case of female employees than the male employees in each age group of the wives.

## Number of Living Children and Practice of Family Planning

The number of living children is an important consideration for adoption of any method of family planning. Table 14 indicates the proportion of currently married employees practising family planning classified according to the number of living children.

Obviously, only a smaller number of employees, 11.6 per cent were practising among those who had no living child. It is interesting to observe a sharp increase in practice after the employees had their first living child. More than half, (56.8%) were practising among those who had only one living child and 78.2 per cent were among those having two living children. Further, the proportion of employees practising went as high as 84 per cent for those who had four or five living children. However, the proportion of practitioners did not differ significantly among the employees who had three or more living children. The same is true for male and female employees also.

TABLE 14

PRACTICE OF FAMILY PLANNING BY NUMBER OF LIVING CHILDREN

| Number of Living Children | Per cent to total currently married employees practising family planning | | |
|---|---|---|---|
| | Male | Female | All |
| 0 | 11.9 | 6.5 | 11.6 |
| 1 | 56.7 | 57.9 | 56.8 |
| 2 | 78.0 | 80.3 | 78.2 |
| 3 | 83.3 | 86.9 | 83.4 |
| 4 | 84.0 | 82.2 | 84.0 |
| 5 | 84.0 | 83.6 | 84.0 |
| 6+ | 81.4 | 83.6 | 81.4 |
| Unknown | 37.2 | 0.0 | 36.4 |
| All numbers | 67.4 | 61.4 | 67.1 |

## Age of Youngest Child and Practice of Family Planning

Table 15 shows the proportion of currently married male and female employees who had atleast one living child and practising family planning methods according to the age of their youngest living child. Actually, the information on the age of the last living child could not be utilized to examine the correlation between the current practice of family planning and the open birth interval due to inadequate data. However, the data indicates that 70.6 per cent of those who had their last living child aged less than one year were practising family planning methods. A further rise in the proportion is observed, 76.4 per cent and 82.2 per cent for those having their last living child in the age group (1-4) and (5-9) years respectively. The proportion practising family planning in case of those employees who had the age of their last child ten years or more was little lower, (73%) which may possibly be due to some cases of sterility included in this class.

## Statewise Differentials

The Statewise differences in respect of the extent of practice of family planning methods by various socio-demographic groups of male and female employees together may be seen in Appendices III to VII. Since, the number of female respondents in some States was so low, it was not made possible to draw any fruitful conclusions for comparing the States. Therefore, States were compared for both, male and female employees together.

States differ substantially among themselves as far as practice of contraception is concerned. The proportion of employees practising was higher in Delhi followed by Haryana, West Bengal, Punjab, Uttar Pradesh, Kerala and Rajasthan. On the poor side of the performance, Andhra Pradesh shows the lowest proportion of practitioners. The other States of low performance were Tamil Nadu, Maharashtra, Madhya Pradesh, Jammu & Kashmir, Himachal Pradesh, Bihar, Karnataka and Gujarat.

Table 16 shows the distribution of States according to the levels of fertility and extent of practice of family planning methods. For the purpose of comparison, all the States are grouped into 'High' and 'Low' levels of fertility taking mid-value of the difference between highest and the lowest average number of living children as the point of classification. Similarly, the States are further classified into 'High' and 'Low' proportion of practice of family planning taking mid-value of the difference between highest and the lowest proportion of practices as the point of classification. It is observed that the States with high levels of fertility had 'High' as well as 'Low' proportion of practitioners of family planning. Similarly, States of low level of fertility had 'High' and 'Low' proportion of practitioners. This shows that the States have not shown any correlation between fertility and practice of family planning. These comparisons, however, get constrained because of considerable variations in the number of employees in States.

TABLE 15

PRACTICE OF FAMILY PLANNING BY AGE OF LAST LIVING CHILD

| Age of Last Living Child (Years) | Per cent to total currently married employees practising family planning | | |
|---|---|---|---|
| | Male | Female | All |
| Less than 1 | 70.4 | 76.8 | 70.6 |
| 1-4 | 76.5 | 74.0 | 76.4 |
| 5-9 | 82.4 | 76.2 | 82.2 |
| 10 and more | 73.3 | 65.0 | 73.0 |
| Unknown | 39.6 | 82.6 | 42.1 |

TABLE 16

DISTRIBUTION OF STATES BY LEVEL OF FERTILITY AND EXTENT OF PRACTICE OF FAMILY PLANNING

| Fertility (Average number of living children) | Practice of family planning (Per cent of currently married employees) | States/Union Territories |
|---|---|---|
| High (2.8 - 2.4) | High (76% - 57%) | Delhi, West Bengal |
| | Low (56% - 37%) | Maharashtra, Andhra Pradesh |
| Low (2.3 - 1.9) | High (76% - 57%) | Haryana, Punjab, Uttar Pradesh, Kerala, Rajasthan |
| | Low (56% - 37%) | Gujarat, Karnataka, Bihar, Himachal Pradesh, Jammu & Kashmir, Madhya Pradesh, Tamil Nadu |

## PRACTICE OF FAMILY PLANNING METHODS

### Practice of Methods and Sex

We have seen earlier that out of the total currently married employees, 67. 1 per cent had adopted family planning either by themselves or by their spouses. However, a sizeable number of employees being one-fifth (19. 6%) of the total currently married employees, were those who were adopting but had not disclosed the identity of the specific method currently practised by them. It is worth noting that this proportion was more among females (26. 9%) than males (19. 3%).

Now, excluding such employees who had not specified their methods of use, the extent of practice of each method among male, female and all employees including their spouses, is presented in Table 17. The most practised method was found to be condom followed by sterilization for both male and female employees. Among males, about one-third were using condom, while this proportion among females was one-fifth. Similarly, the vasectomy was accepted by more males (10. 6%) than females (4. 6%). Thus, there are marked differences among condom users and vasectomy acceptors. The practice of such methods being higher among males than among females and condom and vasectomy being the methods of contraception for males, the possibility of their under reporting by females cannot be ruled out. However, tubectomy was accepted by almost equal proportions of the males (9. 3%) and of the females (8. 8%). The other female methods of contraception, viz. IUD and oral pill were practised more among female employees than the male employees, though their practitioners among all employees were small in number (IUD - 1. 8%, Oral pill - 1. 4%).

### Practice of Methods in Other Surveys

The practice of family planning methods among government employees is compared with the survey results of ORG and SRS as done in the case of fertility[9, 10]. Here, again, due to the time lag between these two surveys, conducted during 1970 and 1971-72 and the present study of 1976, the comparisons have to be made with caution. The Population Centre, Bangalore has conducted a similar survey of industrial workers of Indian Telephone Industries (ITI), Bangalore to collect baseline information regarding their contraceptive practices during 1976[11]. The results of these surveys also are summarised in the Table 17.

Assuming both government employees and industrial workers of ITI residing in urban areas, the results of the various surveys are compared. It is revealing that the practice of contraception by government employees was roughly double than that obtained in ORG (urban) and SRS (urban). Similarly, practice of government employees was about one and a half times higher than that of the industrial workers of ITI.

The preference for specified method of contraception by government employees compares well with that of the samples of SRS and ITI and it is observed that the most practised method was condom followed by sterilization. However. ORG has indicated that the proportion of sterilized was more than

TABLE 17

PRACTICE OF FAMILY PLANNING METHODS AND SEX OF EMPLOYEE

| Method | Per cent to total currently married employees/couples practising specific method | | | | | |
|---|---|---|---|---|---|---|
| | Government employees* | | | ORG(Urban) | SRS(Urban) | ITI |
| | Male | Female | All | (1970) | (1971-72) | (1976) |
| Condom | 34.2 | 20.7 | 33.6 | 8.2 | 12.3 ) | |
| Diaphragm/Jelly/ Foam Tablet | 0.2 | 0.6 | 0.2 | 0.5 | 0.3 ) | 18.3 |
| Vasectomy | 10.6 | 4.6 | 10.3 | 4.4 ) | 8.5 | 8.9 |
| Tubectomy | 9.3 | 8.8 | 9.3 | 5.8 ) | | |
| IUD | 1.7 | 3.4 | 1.8 | 1.0 | 1.2 ) | 4.9 |
| Oral Pill | 1.2 | 4.9 | 1.4 | 1.2 | 1.2 ) | |
| Abstinence/Rhythm/ Withdrawal | 2.4 | 4.2 | 2.5 | 6.8 | 1.4 | 4.4 |
| Any Method. | 59.6 | 47.2 | 59.1 | 27.0 | 24.6 | 36.5 |

*Employees practising family planning methods along with their spouses.

Note: 1. Only 53,098 male and 2,367 female employees are considered excluding those who had not specified the methods used.

2. In ORG and SRS Surveys a couple was classified under more than one method.

the condom users. The proportion sterilized among the total currently married employees/couples was nearly two times higher for government employees in comparison to other surveys. However, the proportions of those practised IUD and oral pill were not much different in each survey. Abstinence, rhythm and withdrawal were practised by 2.5 per cent among government employees which was higher than SRS (1.4%) and lower than the ITI (4.4%) and ORG (6.8%). The least practised method was seen to be diaphragm/jelly/foam tablets in all the surveys.

## Practice of Methods and States

The practice of various methods in States is shown in Appendix VIII. It is observed that substantially high proportions of condom users among the currently married employees in each State were in Haryana, Madhya Pradesh and Delhi. In case of sterilizations, vasectomy acceptors were high among the employees in the States of Kerala, Jammu & Kashmir, Rajasthan and Maharashtra in comparison to other States. Surprisingly, tubectomy was not at all accepted by the government employees in Jammu & Kashmir, but its proportions were high among the employees in Maharashtra and Gujarat. Out of 42.9 per cent practitioners of family planning in Maharashtra, 33.4 per cent had accepted sterilization which was highest in comparison to all other States. Though, the proportions of practitioners of IUD, oral pill, abstinence, rhythm and withdrawal were small in comparison to other methods in each State, the proportions of acceptors of IUD in Delhi, oral pill in Gujarat, abstinence/rhythm/withdrawal methods in Kerala were higher than in other States.

## Practice of Methods by Spouses

The extent of practice of family planning methods by government employees and their spouses is shown in Table 18. It is observed that among the total currently married employees, 45.9 per cent were those who were themselves practising one or the other method while 13.2 per cent were those whose spouses were practising some method of family planning. It is revealing that the proportion of male employees practising family planning methods was substantially higher than the proportion of their practising spouses. However, the proportion of female employees practising was little lower than their spouses - practising some method of contraception among the total currently married employees.

## Practice of Methods and Number of Living Children

The extent of practice of family planning methods independently by the employees themselves (excluding spouses) by their number of living children is presented in Table 19. Among the total currently married employees, the practitioners of condom were 6.9 per cent having no or one living child, 17.6 per cent having 2-3 living children and 8.3 per cent having four and more

TABLE 18

PRACTICE OF FAMILY PLANNING METHODS
BY EMPLOYEES AND SPOUSES

| Method | Per cent to total currently married employees/ spouses practising specific method | |
|---|---|---|
| | Employee | Spouse |
| MALE | | |
| Condom | 32.72 | 0.88 |
| Abstinence/Rhythm/ Withdrawal | 2.28 | 0.18 |
| Vasectomy | 10.13 | 0.20 |
| FEMALE | | |
| Tubectomy | 0.37 | 8.93 |
| IUD | 0.15 | 1.60 |
| Oral Pill | 0.21 | 1.19 |
| Diaphragm/Jelly Foam Tablet | 0.03 | 0.21 |
| Any Method | 45.89 | 13.19 |

Note: An employee is classified under one method only practised by himself/herself or his/her spouse.

living children. The proportion of sterilized by vasectomy or tubectomy operations was 4.2 per cent having 2-3 living children and 6.2 per cent having four and more living children. The practice of other methods was less than one per cent in all the three groups of number of living children.

Popularity of Methods and Economic Grades

Table 20 indicates the relative popularity of various methods of contraception in the groups of upper (Grades I and II) and lower (Grades III and IV economic grades of male and female practitioners along with their spouses. It is observed that the most popular method was condom followed by sterilization of male and female employees irrespective of their economic grades. Though, the proportions of condom users were higher in lower grade than in upper but the proportions of tubectomy acceptors were not seen to be different in the two economic grades of the male and female employees.

TABLE 19

PRACTICE OF FAMILY PLANNING METHODS
BY NUMBER OF LIVING CHILDREN

| Method | Per cent to total currently married employees practising specific method | | |
|---|---|---|---|
| | Number of Living Children | | |
| | 0-1 | 2-3 | 4+ |
| MALE | | | |
| Condom | 6.86 | 17.58 | 8.32 |
| Abstinence/Rhythm/ Withdrawal | 0.55 | 1.23 | 0.50 |
| Vasectomy | 0.08 | 3.95 | 6.06 |
| FEMALE | | | |
| Tubectomy | 0.00 | 0.21 | 0.16 |
| IUD | 0.03 | 0.11 | 0.01 |
| Oral Pill | 0.07 | 0.13 | 0.01 |
| Diaphragm/Jelly Foam Tablet | 0.01 | 0.02 | - |
| Any Method | 7.60 (18,597) | 23.23 (21,717) | 15.06 (15,151) |

Note: 1 Government employees practising family planning methods by themselves (excluding spouses) are considered.

2. Figures within parenthesis indicate total number of currently married employees excluding those who were practising but had not specified the methods used.

TABLE 20

RELATIVE POPULARITY OF VARIOUS FAMILY PLANNING METHODS BY ECONOMIC GRADES

| Method | Per cent distribution of currently married practising* | | | | | |
|---|---|---|---|---|---|---|
| | Male Employee by Grade | | | Female Employee by Grade | | |
| | Upper | Lower | Total@ | Upper | Lower | Total@ |
| Condom | 46.8 | 59.8 | 57.3 | 32.5 | 48.1 | 44.0 |
| Vasectomy | 20.2 | 17.1 | 17.8 | 11.1 | 9.4 | 9.8 |
| Tubectomy | 15.4 | 15.7 | 15.6 | 15.4 | 15.5 | 18.6 |
| IUD | 4.8 | 2.3 | 2.8 | 12.0 | 6.9 | 7.2 |
| Oral Pill | 4.5 | 1.6 | 2.1 | 17.1 | 9.9 | 10.3 |
| Diaphragm/Jelly/ Foam Tablet | 0.5 | 0.3 | 0.4 | 3.4 | 1.2 | 1.3 |
| Abstinence/Rhythm/ Withdrawal | 7.3 | 3.2 | 4.0 | 8.5 | 9.0 | 8.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

* Practising government employees along with their spouses.

@ Includes those employees also who had not specified their service grades.

A comparison of upper and lower grades of male and female employees reveals that a slightly higher proportion of practitioners accepted vasectomy, IUD, oral pill, diaphragm, jelly and foam tablets in upper grade than in lower grade.

The relative importance of various methods of family planning between States is shown in Appendix IX. Among the practitioners, condom was used by about three-fourth of the employees in Haryana which was highest in comparison to other States. The other popular States of condom users are observed as Uttar Pradesh, Punjab, Delhi and Madhya Pradesh. The use of diaphragm/jelly/foam tablets among the practitioners were seen to be highest in West Bengal. Vasectomy in Kerala, tubectomy in Maharashtra, IUD in Tamil Nadu, oral pill in Gujarat and rhythm/withdrawal/abstinence in Kerala were relatively more popular in comparison to other States.

Popularity of Methods and Age of Wife

The relative popularity of various methods in the ten years age groups of wives of male employees and female employees themselves is observed in

Table 21. The distributions of currently married male and female practitioners by age of their wives show that the condom was the most popular method of contraception irrespective of the age group of the wives. In the early age group of the reproductive period, the use of each of the other methods was not much, being four per cent or less in case of male employees. In case of female employees, oral pill was the second popular method being used by 14.3 per cent in the age group 15-24. The sterilization of male and female employees occupied the second place in popularity in middle and last age groups. The use of other methods by male employees was not much different in the three age groups but, however, in case of female employees, the proportions of IUD and oral pill users were seen to be significantly lower in the age group 35-44 in comparison to the other two age groups i.e. 15-24 and 25-34.

## Popularity of Methods and Number of Living Children

Table 22 indicates the relative popularity of various methods in each of the three selected groups of varying number of living children to the government employees. As observed earlier, again the condom was most

### TABLE 21

### RELATIVE POPULARITY OF VARIOUS FAMILY PLANNING METHODS BY AGE OF WIFE

| Method | Per cent distribution of currently married practising* | | | | | |
|---|---|---|---|---|---|---|
| | Male Employee by Age of wife | | | Female employee by age | | |
| | 15-24 | 25-34 | 35-44 | 15-24 | 25-34 | 35-44 |
| Condom | 83.5 | 59.6 | 42.3 | 54.7 | 47.3 | 37.2 |
| Vasectomy | 3.5 | 15.2 | 27.5 | 2.4 | 7.0 | 15.1 |
| Tubectomy | 4.1 | 15.9 | 20.5 | 4.8 | 12.7 | 29.8 |
| IUD | 2.2 | 3.2 | 2.5 | 9.5 | 9.3 | 3.5 |
| Oral Pill | 2.8 | 2.4 | 1.3 | 14.3 | 12.6 | 6.2 |
| Diaphragm/Jelly/ Foam Tablet | 0.4 | 0.4 | 0.4 | 2.4 | 1.4 | 1.2 |
| Abstinence/Rhythm/ Withdrawal | 3.5 | 3.3 | 5.5 | 11.9 | 9.7 | 7.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

* Practising government employees along with their spouses.

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popular method of contraception in comparison to other methods for all male employees irrespective of the number of living children they had. However, it was not true in case of female employees. Among the female practitioners, though the use of condom was highest in comparison to other methods who had three or less number of living children but the proportion of those who got sterilized was highest for those who had four or more living children. The employees who were practising and had four or more living children, 28.7 per cent of the males and 50.6 per cent of the females were sterilized. Oral pill was the second popular method amongst the females having one or no living child while IUD was second popular method amongst those having two or three living children.

TABLE 22

RELATIVE POPULARITY OF FAMILY PLANNING METHODS BY NUMBER OF LIVING CHILDREN

| Method | Per cent distribution of currently married practising* Male employee by number of living children: | | | Female employee by number of living children: | | |
|---|---|---|---|---|---|---|
| | 0-1 | 2-3 | 4+ | 0-1 | 2-3 | 4+ |
| Condom | 84.4 | 63.7 | 38.5 | 57.2 | 45.9 | 19.9 |
| Vasectomy | 0.9 | 14.3 | 28.7 | 0.5 | 8.8 | 25.0 |
| Tubectomy | 1.0 | 10.8 | 27.8 | 0.5 | 16.3 | 50.6 |
| IUD | 2.1 | 3.9 | 1.6 | 6.5 | 8.8 | 1.7 |
| Oral Pill | 4.4 | 2.4 | 0.8 | 17.2 | 10.3 | 1.7 |
| Diaphragm/Jelly/ Foam Tablet | 0.5 | 0.4 | 0.2 | 2.8 | 1.2 | - |
| Abstinence/Rhythm/ Withdrawal | 6.7 | 4.5 | 2.4 | 15.3 | 8.7 | 1.1 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

* Practising government employees along with their spouses.

## Characteristics of Users of Specific Method

The male and female employees using specific method of contraception are classified according to their economic status, age of wife, number of living children and age of the last living child as shown in Table 23. For each group of the characteristics, the proportion of users of specific contraception is compared with the proportion of currently married employees in the sample.

Condom users: The proportions of condom users were more from the groups of lower grade, wives age-group (25-34), those having (1-3) number of living children and those having four or less number of years of age of their last living child. The condom users were having the mean age of their wives 30.3 years, the mean number of living children 2.7 and the mean age of their last living child 4.5 years as against these proportions 30.3, 2.5 and 5.3 in the sample of total currently married employees respectively.

Vasectomy Acceptors: The proportions of vasectomy acceptors were higher from the upper economic grade, older age-group of their wives (35-44), those having three or more living children and the age of their last living child five years or more. The vasectomy acceptors were having their wives mean age 34.9 years, the mean number of living children 4.0 and the mean age of their last living child 7.2 years. However these averages were higher in comparison to their respective means in the sample. This shows that the demographic pressure is an important factor for accepting terminal methods.

Tubectomy Acceptors: It is hard to reveal any significant difference between upper and lower economic grades of the tubectomy acceptors due to a substantially high proportion of 9.1 per cent of acceptors not furnishing information in respect of their economic status. As regards other characteristics, the tubectomy acceptors were similar to the vasectomy acceptors. The tubectomy acceptors, on an average, were 35.6 years of age having 3.7 living children and the age of their last living child 6.5 years

IUD Users: The proportions of IUD users were higher from upper grade employees in comparison to lower grade employees when matched with their proportions in the sample of currently married employees. A higher proportion of IUD users came from the age-group (25-34), the group of having two or three living children and from the age of their last living child being 1-4 years. The mean age of users was observed as 31.4 years and mean number of living children 2.2. The mean age of their last living child was 3.6 years which was lowest in comparison to acceptors of other methods of contraception.

Oral Pill Users: The oral pill users were more in proportion from upper grade and from wives age-group (25-34) years as in the case of IUD

users. However, the oral pill users were more from the group of female employees having one or two living children and the group of those having the age of their last living child less than one year. The mean age of oral pill users and the mean age of their last living child were 31.7 and 4.0 years respectively. The mean number of living children was 1.9.

TABLE 23

PER CENT DISTRIBUTION OF EMPLOYEES USING SPECIFIC METHOD BY VARIOUS CHARACTERISTICS

| Characteristics | Per cent currently married employees | | Male | | Female | | |
|---|---|---|---|---|---|---|---|
| | | | Condom | Vasectomy | Tubectomy | IUD | Oral Pill |
| | Male | Female | | | | | |
| Economic Grade: | | | | | | | |
| Upper | 17.0 | 10.1 | 14.5 | 20.3 | 10.3 | 17.3 | 17.4 |
| Lower | 82.3 | 86.0 | 84.8 | 78.2 | 80.6 | 77.8 | 78.3 |
| Unknown | 0.7 | 3.9 | 0.7 | 1.5 | 9.1 | 4.9 | 4.3 |
| Age of Wife (Years): | | | | | | | |
| 15-24* | 25.4 | 9.1 | 21.4 | 2.9 | 0.9 | 5.0 | 5.2 |
| 25-34 | 42.9 | 62.6 | 51.9 | 42.6 | 40.9 | 76.5 | 73.0 |
| 35-44 | 27.3 | 27.5 | 23.3 | 49.0 | 57.7 | 17.3 | 21.8 |
| Unknown | 4.4 | 0.8 | 3.4 | 5.5 | 0.5 | 1.2 | - |
| Mean | (30.3) | (31.7) | (30.3) | (34.9) | (35.6) | (31.4) | (31.7) |
| Number of Living Children: | | | | | | | |
| 0 | 13.6 | 18.3 | 2.5 | - | - | - | - |
| 1 | 17.5 | 27.2 | 18.5 | 0.7 | 0.5 | 17.3 | 32.2 |
| 2 | 23.5 | 33.8 | 31.5 | 10.5 | 17.8 | 53.1 | 47.8 |
| 3 | 18.7 | 12.8 | 22.3 | 28.5 | 38.9 | 25.9 | 17.4 |
| 4+ | 26.2 | 7.7 | 24.8 | 59.9 | 42.8 | 3.7 | 2.6 |
| Unknown | 0.5 | 0.2 | 0.5 | 0.4 | - | - | - |
| Mean | (2.5) | (1.7) | (2.7) | (4.0) | (3.7) | (2.2) | (1.9) |

Age of Last Living Child (Years):

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| ∠1 | 15.1 | 17.1 | 16.7 | 7.3 | 14.9 | 14.8 | 24.3 |
| 1-4 | 46.5 | 48.0 | 53.4 | 31.1 | 24.1 | 70.4 | 49.6 |
| 5+ | 37.8 | 33.7 | 29.6 | 61.4 | 54.3 | 14.8 | 26.1 |
| Unknown | 0.6 | 1.2 | 0.3 | 0.2 | 6.7 | - | - |
| Mean | (5.3) | (4.9) | (4.5) | (7.2) | (6.5) | (3.6) | (4.0) |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

*For female employees read this group as 20-24.

## USERS AND NON-USERS

The male and female employees using any method of family planning by themselves or by their spouses are known as 'Users' and the others who were not using any method by themselves or by their spouses are known as 'Non-users'. A comparison of users and non-users is made in respect of their economic status, age of wife, number of living children and age of the last living child as shown in Table 24. Statewise differentials are also presented for total currently married employees (males and females) in appendices.

### Economic Status

The proportions of users and non-users when compared with the proportions of the currently married employees in the sample reveal that the male users were more from the upper grade of economic status while the male non-users were more from lower grade. However, no significant difference is observed between the two economic groups in respect of female users and non-users. In all States the proportions of upper economic status were more amongst users than non-uers as shown in Appendix X.

### Age of Wife

The male and female users were higher in proportions from the wives age group of 25 years and above, while the non-users were more from their wives age group of less than 25 years. The average age of wives of male employees and the average age of female employees were higher for users than non-users of family planning methods. The mean ages of wives of male and female users were 31.7 and 32.5 years respectively. Similarly, the mean ages of wives of male and female non-users were 27.3 and 30.1 years respectively. The users are found to be older in ages of their wives than the non-users in all the States as indicated in Appendix XI.

### Number of Living Children

Both male and female users were more from the group of those having two or more number of living children in contrast to the non-users who were more from the group having either one or no living child. On an average, both male and female users were having more number of living children than the non-users. The mean number of living children to male and female users were 3.0 and 2.2 respectively. Amongst non-users, the mean number of living children to male and female employees was 1.5 and 0.9 respectively. Similarly, the average number of living children were more for users than non-users of family planning methods in all the States as seen in Appendix XI.

## Age of Last Living Child

The comparison of users and non-users with the age of their last living child has shown no significant difference. However, the data indicate a higher proportion of male non-users from the group having the age of their last living child less than one year than the other two age-groups. In case of female non-users, this was not confirmed and therefore this requires further investigation. The mean ages of the last living child of male and female users were 5.3 and 4.7 years and male and female non-users 5.3 and 5.4 years respectively

TABLE 24

PER CENT DISTRIBUTIONS OF CURRENT USERS AND NON-USERS BY VARIOUS CHARACTERISTICS

| Characteristics | Per cent currently married employees | | Users* | | Non-users | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| Economic Grade: | | | | | | |
| Upper | 17.0 | 10.1 | 20.0 | 10.6 | 10.7 | 9.0 |
| Lower | 82.3 | 86.0 | 79.3 | 84.2 | 88.8 | 89.7 |
| Unknown | 0.7 | 3.9 | 0.7 | 5.2 | 0.5 | 1.3 |
| Age of Wife (Years) | | | | | | |
| 15-24 | 25.4 | 9.1 | 15.5 | 4.8 | 46.3 | 16.4 |
| 25-34 | 42.9 | 62.6 | 49.1 | 62.8 | 29.8 | 63.0 |
| 35-44 | 27.3 | 27.5 | 31.6 | 32.0 | 18.5 | 19.6 |
| Unknown | 4.4 | 0.8 | 3.8 | 0.4 | 5.4 | 1.0 |
| Mean | (30.3) | (31.7) | (31.7) | (32.5) | (27.3) | (30.1) |
| Number of Living Children | | | | | | |
| 0 | 13.6 | 18.3 | 2.4 | 2.0 | 37.2 | 45.0 |
| 1 | 17.5 | 27.2 | 14.7 | 25.7 | 23.2 | 29.7 |
| 2 | 23.5 | 33.8 | 27.0 | 44.1 | 15.7 | 17.2 |
| 3 | 18.7 | 12.8 | 23.0 | 18.0 | 9.5 | 4.6 |
| 4+ | 26.2 | 7.7 | 32.6 | 10.2 | 13.4 | 3.3 |
| Unknown | 0.5 | 0.2 | 0.3 | - | 1.0 | 0.2 |
| Mean | (2.5) | (1.7) | (3.0) | (2.2) | (1.5) | (0.9) |

| Age of Last Living Child (Years) | | | | | | |
|---|---|---|---|---|---|---|
| <1 | 15.1 | 17.1 | 14.0 | 18.0 | 18.9 | 15.5 |
| 1-4 | 46.5 | 48.0 | 46.7 | 48.2 | 46.1 | 48.1 |
| 5+ | 37.8 | 33.7 | 39.0 | 32.8 | 33.7 | 35.8 |
| Unknown | 0.6 | 1.2 | 0.3 | 1.0 | 1.3 | 0.6 |
| Mean | (5.3) | (4.9) | (5.3) | (4.7) | (5.3) | (5.4) |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | (67227) | (3322) | (44308) | (1988) | (21446) | (1250) |

Note: Figures against 'Total within parenthesis indicate total number of currently married employees. Practice status of 1,473 males and 84 females was not known and excluded from users and non-users.

*Employees who were having at least one living child are considered.

## SUMMARY AND CONCLUSIONS

Out of the total 96,279 employees of central government who responded to the enquiry, 73 per cent were currently married with the age of wife between 15-44 years. The findings from the analysis of the data in respect of fertility level and practice of family planning methods of the eligible employees are summarised below:

1. About half of the employees were below the age of 35 and the other half above 35 years. A proportion of 85.3 per cent was married, 12.9 per cent never married and 1.6 per cent widowed. In the divorced/ separated class, the proportion was negligible. A majority of the employees (59.7%) were working in grade III. The others were distributed as 22.3 per cent in Grade IV, 12 per cent in Grade II and 5.2 per cent in Grade I.

2. On an average, the currently married male employees were having 2.5 living children and female employees 1.7. The average number of living children was lowest in case of Grade I male employees and Grade III female employees and highest in case of Grade III male employees and Grade IV female employees. A negative correlation between income and fertility was observed.

3. The age of the last living child and the service grades are found to be inversely correlated. Average age of last living child of male employees was 4.6 for Grade IV, 5.2 for Grade III, 6.3 for Grade II and 7.8 years for Grade I. In case of females, the averages were 7.1, 4.5, 5.2 and 6.1 years for Grades IV, III, II and I respectively.

4. The most fertile age-group was observed to be 25-29 years for both male and female employees. By the time, the employees reached the age of 30 years, he/she was having 2.2 living children on an average.

5. The fertility level of the acceptors of contraceptives was higher in males than females as they were having average number of living children of 3.0 and 2.2 respectively. The average number of living children among users were 2.9 as against 1.5 among non-users.

6. The completed fertility of the government employees seems to be lower than the general population. The average number of living children was 3.7 in case of government employees while it was estimated to be 4.2-4.4 for general population.

7. Two-thirds of the currently married employees were using one or the other methods of contraception including sterilization.

8 The practice of contraception was higher among upper grades (I and II) than lower grades (III and IV) employees.

9. The practice of contraception was found to be lower among younger age employees below 25 years. More than three-fourth were practising at the age of 30 years and above.

10. The proportion practising contraception was more than 78 per cent for those having two or more living children.

11. The practice of contraception increased with the increase in the age of the last living child upto ten years.

12. Condom (Nirodh) was found to be the most popular method of contraception which was practised by 34 per cent of the total currently married employees. Sterilization was preferred by 19.6 per cent and the other methods viz. IUD, oral pill, diaphragm, jelly and foam tablets were found to be unpopular among the government employees.

13. States have shown significant differences among themselves in the practice of contraception by male employees. Delhi takes the lead of 76.8 per cent practising the same, followed by Haryana, West Bengal and Punjab 71-65 per cent. On the lower side, Andhra Pradesh has gone down upto 37.2 per cent practising it, followed by Tamil Nadu, Maharashtra, Madhya Pradesh, Jammu & Kashmir, Himachal Pradesh and Bihar 45-50 per cent. /

14. Comparing the findings of the government employees with that of general urban population of ORG and industrial workers of ITI, it was observed that the government employees were having less number of living children and the practice of contraception was more than two times.

15. The users of family planning methods were slightly more from upper grade employees, older in age and having more number of living children than non-users.

16. The upper grade female employees were using IUD and oral pill as methods of contraception in greater proportions than their proportion in the sample of currently married employees. However, this difference is not seen much in case of sterilized and condom users.

17. The acceptors of sterilization were older in age, having more living children and highest age of the last living child than the users of other methods, viz. condom, IUD, oral pill and traditional methods of contraception.

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APPENDIX I

## DISTRIBUTION OF RESPONDENTS BY SEX AND STATE, 1976

| State/Union Territory | Number of Respondents | | | Per cent of total Respon-dents | Per cent of total Employees Population |
|---|---|---|---|---|---|
| | Male | Female | Total | | |
| 1. Andhra Pradesh | 1,833 | 48 | 1,881 | 1.95 | (5.12) |
| 2. Bihar | 402 | 4 | 406 | 0.42 | (6.32) |
| 3. Gujarat | 603 | 18 | 621 | 0.65 | (3.78) |
| 4. Haryana | 3,493 | 121 | 3,614 | 3.75 | (0.93) |
| 5. Himachal Pradesh | 246 | 1 | 247 | 0.26 | (0.57) |
| 6. Jammu & Kashmir | 263 | - | 263 | 0.27 | (0.47) |
| 7. Karnataka | 620 | 74 | 694 | 0.72 | (3.35) |
| 8. Kerala | 535 | 26 | 561 | 0.58 | (1.73) |
| 9. Madhya Pradesh | 3,308 | 33 | 3,341 | 3.47 | (5.55) |
| 10. Maharashtra | 12,595 | 284 | 12,879 | 13.38 | (15.14) |
| 11. Punjab | 703 | 10 | 713 | 0.74 | (2.39) |
| 12. Rajasthan | 2,667 | 102 | 2,769 | 2.88 | (4.86) |
| 13. Tamil Nadu | 1,417 | 99 | 1,516 | 1.58 | (7.54) |
| 14. Uttar Pradesh | 3,171 | 60 | 3,231 | 3.36 | (14.10) |
| 15. West Bengal | 1,774 | 64 | 1,838 | 1.91 | (14.35) |
| 16. Delhi | 56,180 | 4,673 | 60,853 | 63.20 | (8.04) |
| 17. Others | 508 | 6 | 514 | 0.53 | (5.76) |
| 18. Unknown | 312 | 26 | 338 | 0.35 | |
| All India Total | 90,630 | 5,649 | 96,279 | | |
| % { Respondents | 94.13 | 5.87 | - | 100.00 | |
| % { Population | (96.74) | (3.26) | - | | (100.00) |

Note: Figures in parenthesis indicate proportions of regular employees in the Central Government Sector (excluding Central Quasi-Government Establishments/Organizations) as on 31st March, 1976.

APPENDIX II

## AVERAGE NUMBER OF LIVING CHILDREN BY SEX OF EMPLOYEE AND STATE, 1976

| State/Union Territory | Number of currently married respondents | | | Average number of living children to: | | |
|---|---|---|---|---|---|---|
| | Male | Female | All | Male | Female | All |
| 1. Andhra Pradesh | 1,415 | 33 | 1,448 | 2.6 | 1.8 | 2.6 |
| 2. Bihar | 373 | 4 | 377 | 2.0 | 1.5 | 2.0 |
| 3. Gujarat | 401 | 7 | 408 | 2.0 | 1.1 | 2.0 |
| 4. Haryana | 2,711 | 62 | 2,773 | 2.3 | 1.2 | 2.2 |
| 5. Himachal Pradesh | 187 | 1 | 188 | 2.2 | 1.0 | 2.2 |
| 6. Jammu & Kashmir | 216 | - | 216 | 1.9 | - | 1.9 |
| 7. Karnataka | 432 | 35 | 467 | 2.1 | 1.3 | 2.1 |
| 8. Kerala | 409 | 21 | 430 | 2.4 | 1.9 | 2.3 |
| 9. Madhya Pradesh | 2,666 | 24 | 2,690 | 1.9 | 1.9 | 1.9 |
| 10. Maharashtra | 9,758 | 165 | 9,923 | 2.8 | 1.6 | 2.8 |
| 11. Punjab | 542 | 5 | 547 | 2.2 | 0.8 | 2.2 |
| 12. Rajasthan | 2,309 | 80 | 2,389 | 2.2 | 2.9 | 2.3 |
| 13. Tamil Nadu | 864 | 58 | 922 | 2.3 | 1.4 | 2.2 |
| 14. Uttar Pradesh | 2,652 | 39 | 2,691 | 2.3 | 1.6 | 2.3 |
| 15. West Bengal | 1,229 | 45 | 1,274 | 2.5 | 1.6 | 2.5 |
| 16. Delhi | 40,451 | 2,734 | 43,185 | 2.5 | 1.7 | 2.5 |
| 17. Others | 395 | 3 | 398 | 1.7 | 0.7 | 1.7 |
| 18. Unknown | 217 | 6 | 223 | 2.1 | 1.8 | 2.1 |
| All India: Number | 67,227 | 3,322 | 70,549 | 2.5 | 1.7 | 2.4 |
| % | (95.3) | (4.7) | (100.0) | | | |

APPENDIX III

## EXTENT OF PRACTICE OF FAMILY PLANNING BY SEX OF EMPLOYEE AND STATE, 1976

| State/Union Territory | Number of currently married employees* | | | Per cent to total currently married employees practising family planning | | |
|---|---|---|---|---|---|---|
| | Male | Female | All | Male | Female | All |
| 1. Andhra Pradesh | 1,410 | 32 | 1,442 | 37.2 | 34.4 | 37.1 |
| 2. Bihar | 360 | -4 | 364 | 50.6 | 25.0 | 50.3 |
| 3. Gujarat | 399 | 7 | 406 | 56.4 | 28.6 | 55.9 |
| 4. Haryana | 2,684 | 61 | 2,745 | 71.3 | 54.1 | 70.9 |
| 5. Himachal Pradesh | 185 | 1 | 186 | 49.2 | 100.0 | 49.5 |
| 6. Jammu & Kashmir | 214 | - | 214 | 47.7 | - | 47.7 |
| 7. Karnataka | 428 | 33 | 461 | 54.0 | 27.3 | 52.1 |
| 8. Kerala | 405 | 21 | 426 | 61.7 | 52.4 | 61.3 |
| 9. Madhya Pradesh | 2,658 | 24 | 2,682 | 47.6 | 45.8 | 47.5 |
| 10. Maharashtra | 9,503 | 157 | 9,660 | 46.9 | 38.9 | 46.8 |
| 11. Punjab | 541 | 5 | 546 | 65.3 | 40.0 | 65.0 |
| 12. Rajasthan | 2,303 | 80 | 2,383 | 59.0 | 70.0 | 59.4 |
| 13. Tamil Nadu | 853 | 58 | 916 | 45.6 | 20.7 | 44.0 |
| 14. Uttar Pradesh | 2,629 | 39 | 2,668 | 63.9 | 53.9 | 63.8 |
| 15. West Bengal | 1,207 | 45 | 1,252 | 66.1 | 55.6 | 65.8 |
| 16. Delhi | 39,370 | 2,663 | 42,033 | 76.8 | 64.9 | 76.0 |
| 17. Others | 394 | 3 | 397 | 34.3 | 33.3 | 34.3 |
| 18. Unknown | 206 | 5 | 211 | 55.6 | 60.0 | 56.2 |
| All India | 65,754 | 3,238 | 68,992 | 67.4 | 61.4 | 67.1 |

*1,473 male and 84 female currently married employees are excluded who had not specified adoption of family planning.

APPENDIX IV

## EXTENT OF PRACTICE OF FAMILY PLANNING BY SERVICE GRADE AND STATE, 1976

| State/Union Territory | Number of currently married employees | Per cent to total currently married employees practising family planning: Service Grade | | | |
|---|---|---|---|---|---|
| | | I | II | III | IV |
| 1. Andhra Pradesh | 1,442 | 68.8 | 50 7 | 45 4 | 26 4 |
| 2. Bihar | 364 | 66.7 | 67 9 | 46 3 | 44 6 |
| 3. Gujarat | 406 | 78.7 | 55.2 | 53 3 | 48 3 |
| 4. Haryana | 2,745 | 82.1 | 85 7 | 38 9 | 69 0 |
| 5. Himachal Pradesh | 186 | 70.0 | 69.2 | 43 9 | 58 6 |
| 6. Jammu & Kashmir | 214 | 75 0 | 83.3 | 39 2 | 51 8 |
| 7. Karnataka | 461 | 77.0 | 65 5 | 49 2 | 38 0 |
| 8. Kerala | 426 | 96.1 | 74.4 | 57 7 | 56 4 |
| 9. Madhya Pradesh | 2,682 | 78 1 | 75.0 | 48 9 | 36 3 |
| 10. Maharashtra | 9,660 | 72.3 | 60.5 | 51 8 | 23 8 |
| 11. Punjab | 546 | 86.3 | 70 0 | 57 6 | 74 0 |
| 12. Rajasthan | 2,383 | 72 2 | 72.2 | 57 6 | 51 1 |
| 13. Tamil Nadu | 916 | 66 7 | 43.5 | 40 7 | 42 1 |
| 14. Uttar Pradesh | 2,668 | 85.5 | 83.2 | 58 7 | 61 4 |
| 15. West Bengal | 1,252 | 70.0 | 73.0 | 65 6 | 60 5 |
| 16. Delhi | 42,033 | 83.8 | 82 7 | 79 1 | 70 4 |
| 17. Others | 397 | 80.0 | 72 2 | 25 7 | 40 3 |
| 18. Unknown | 211 | 77 8 | 72.2 | 50 9 | 50 9 |
| All India | 68,992 | 81.6 | 77.9 | 67 1 | 57 9 |

APPENDIX V

## EXTENT OF PRACTICE OF FAMILY PLANNING BY AGE OF WIFE AND STATE, 1976

| State/Union Territory | Per cent to total currently married employees practising family planning: Age of Wife* | | | | | |
|---|---|---|---|---|---|---|
| | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 |
| 1. Andhra Pradesh | 7.2 | 24.9 | 44.0 | 57.3 | 49.2 | 38.0 |
| 2. Bihar | 32.4 | 37.7 | 58.3 | 75.0 | 71.4 | 46.7 |
| 3. Gujarat | 25.0 | 59.6 | 54.4 | 81.1 | 73.7 | 63.7 |
| 4. Haryana | 22.9 | 56.4 | 81.1 | 87.7 | 87.3 | 68.7 |
| 5. Himachal Pradesh | 21.1 | 30.8 | 51.4 | 58.1 | 70.5 | 64.3 |
| 6. Jammu & Kashmir | 17.6 | 24.0 | 58.9 | 75.6 | 63.1 | 55.6 |
| 7. Karnataka | 13.3 | 36.3 | 55.7 | 70.9 | 64.3 | 51.6 |
| 8. Kerala | 33.3 | 34.6 | 56.0 | 69.0 | 20.5 | 70.9 |
| 9. Madhya Pradesh | 13.9 | 37.3 | 61.9 | 79.9 | 81.4 | 63.4 |
| 10. Maharashtra | 3.9 | 18.0 | 50.4 | 68.6 | 70.6 | 63.4 |
| 11. Punjab | 9.1 | 47.6 | 63.6 | 83.8 | 79.4 | 67.8 |
| 12. Rajasthan | 15.9 | 42.4 | 69.2 | 78.5 | 74.9 | 61.0 |
| 13. Tamil Nadu | 30.3 | 27.4 | 46.3 | 57.9 | 53.5 | 37.9 |
| 14. Uttar Pradesh | 29.9 | 46.4 | 73.1 | 80.4 | 79.2 | 70.9 |
| 15. West Bengal | 26.8 | 43.6 | 64.0 | 78.4 | 75.3 | 67.4 |
| 16. Delhi | 27.7 | 58.2 | 78.4 | 87.8 | 86.7 | 74.4 |
| 17. Others | 8.5 | 20.8 | 59.7 | 68.5 | 64.3 | 66.7 |
| 18. Unknown | 27.7 | 40.6 | 64.4 | 59.2 | 79.1 | 55.6 |
| All India | 17.9 | 46.7 | 71.5 | 82.3 | 81.9 | 70.8 |

*Age of wife of male employee and age of female employee currently married in the reproductive age group 15-44 years.

APPENDIX VI

## EXTENT OF PRACTICE OF FAMILY PLANNING BY NUMBER OF LIVING CHILDREN AND STATE, 1976

| State/Union Territory | Per cent to total currently married employees practising family planning: Number of living children | | | | | | |
|---|---|---|---|---|---|---|---|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 1. Andhra Pradesh | 3.8 | 21.7 | 40.2 | 53.0 | 59.0 | 59.6 | 39.1 |
| 2. Bihar | 9.5 | 41.9 | 52.5 | 83.0 | 75.8 | 81.8 | 86.7 |
| 3. Gujarat | 11.1 | 42.5 | 68.0 | 75.0 | 89.7 | 94.1 | 77.8 |
| 4. Haryana | 16.1 | 69.2 | 86.5 | 88.1 | 88.3 | 89.4 | 87.9 |
| 5. Himachal Pradesh | 14.7 | 35.9 | 58.6 | 61.5 | 72.7 | 75.0 | 100.0 |
| 6. Jammu & Kashmir | 6.9 | 33.3 | 68.0 | 75.0 | 92.9 | 75.0 | 60.0 |
| 7. Karnataka | 13.9 | 36.3 | 61.1 | 73.3 | 80.5 | 80.0 | 50.0 |
| 8. Kerala | 14.2 | 43.9 | 61.3 | 87.3 | 92.0 | 82.1 | 81.3 |
| 9. Madhya Pradesh | 9.4 | 34.1 | 54.3 | 79.5 | 84.3 | 82.6 | 85.9 |
| 10. Maharashtra | 2.3 | 17.5 | 34.2 | 61.2 | 72.6 | 78.3 | 78.3 |
| 11. Punjab | 7.6 | 51.6 | 81.2 | 89.3 | 86.3 | 94.1 | 77.8 |
| 12. Rajasthan | 8.1 | 43.6 | 68.1 | 80.9 | 83.9 | 78.5 | 90.1 |
| 13. Tamil Nadu | 3.8 | 31.7 | 44.9 | 65.3 | 65.9 | 70.1 | 65.1 |
| 14. Uttar Pradesh | 16.3 | 51.2 | 80.3 | 85.7 | 86.2 | 81.6 | 80.8 |
| 15. West Bengal | 12.2 | 55.9 | 72.8 | 14.3 | 79.3 | 77.9 | 77.9 |
| 16. Delhi | 14.4 | 70.2 | 88.8 | 89.4 | 88.4 | 87.4 | 84.7 |
| 17. Others | 0.9 | 27.4 | 53.1 | 62.9 | 78.1 | 85.7 | 66.7 |
| 18. Unknown | 13.1 | 36.3 | 68.7 | 74.3 | 84.6 | 87.5 | 100.0 |
| All India | 11.6 | 55.4 | 78.1 | 83.4 | 84.0 | 84.0 | 81.2 |

APPENDIX VII

## EXTENT OF PRACTICE OF FAMILY PLANNING BY AGE OF LAST LIVING CHILD AND STATE, 1976

| State/Union Territory | Number of currently married employees* | Per cent to total currently married employees practising family planning: Age of last living child | | | |
|---|---|---|---|---|---|
| | | 1 | 1-4 | 5-9 | 10+ |
| 1. Andhra Pradesh | 1,226 | 31.5 | 41.8 | 52.4 | 47.7 |
| 2. Bihar | 290 | 62.5 | 65.3 | 53.3 | 36.8 |
| 3. Gujarat | 325 | 52.8 | 65.4 | 78.9 | 65.0 |
| 4. Haryana | 2,268 | 81.3 | 84.2 | 84.3 | 70.3 |
| 5. Himachal Pradesh | 152 | 66.7 | 60.5 | 43.5 | 63.6 |
| 6. Jammu & Kashmir | 171 | 47.4 | 59.8 | 63.9 | 60.0 |
| 7. Karnataka | 382 | 46.9 | 57.9 | 75.0 | 67.4 |
| 8. Kerala | 377 | 46.7 | 62.3 | 78.7 | 75.0 |
| 9. Madhya Pradesh | 2,045 | 56.7 | 58.6 | 67.0 | 63.7 |
| 10. Maharashtra | 8,291 | 38.2 | 48.1 | 75.5 | 65.9 |
| 11. Punjab | 454 | 83.3 | 76.5 | 76.4 | 70.0 |
| 12. Rajasthan | 2,002 | 62.6 | 71.0 | 76.0 | 53.0 |
| 13. Tamil Nadu | 785 | 41.5 | 52.5 | 59.2 | 44.1 |
| 14. Uttar Pradesh | 2,208 | 71.1 | 74.6 | 75.9 | 67.6 |
| 15. West Bengal | 1,122 | 60.2 | 70.7 | 79.0 | 68.3 |
| 16. Delhi | 36,775 | 84.4 | 86.8 | 86.8 | 77.4 |
| 17. Others | 284 | 51.9 | 49.3 | 39.6 | 44.0 |
| 18. Unknown | 172 | 54.2 | 65.6 | 71.4 | 57.1 |
| All India | 59,329 | 70.7 | 76.4 | 82.2 | 73.0 |

*Employees having atleast one living child.

APPENDIX VIII

## PRACTICE OF FAMILY PLANNING METHODS BY STATE, 1976

| State/Union Territory | Per cent to total currently married employees practising: | | | | | | |
|---|---|---|---|---|---|---|---|
| | Condom | Vasec-tomy | Tubec-tomy | IUD | Oral Pill | Others* | All methods |
| 1. Andhra Pradesh | 8.9 | 11.8 | 9.3 | 0.7 | 1.5 | 1.6 | 33.8 |
| 2. Bihar | 24.5 | 4.8 | 3.8 | 1.0 | 5.1 | 3.2 | 42.4 |
| 3. Gujarat | 18.9 | 9.2 | 12.9 | 1.1 | 6.6 | 4.2 | 52.9 |
| 4. Haryana | 45.8 | 7.3 | 4.2 | 1.8 | 0.6 | 2.4 | 62.1 |
| 5. Himachal Pradesh | 22.5 | 10.0 | 2.5 | - | 4.4 | 1.9 | 41.3 |
| 6. Jammu & Kashmir | 12.0 | 18.0 | - | 0.6 | 1.8 | 0.6 | 33.0 |
| 7. Karnataka | 12.6 | 9.2 | 9.7 | 1.1 | 3.4 | 5.8 | 41.8 |
| 8. Kerala | 3.6 | 23.3 | 11.6 | 0.3 | 1.7 | 13.8 | 54.3 |
| 9. Madhya Pradesh | 28.5 | 5.7 | 5.7 | 0.8 | 2.2 | 2.0 | 44.9 |
| 10. Maharashtra | 6.9 | 13.8 | 19.6 | 0.4 | 0.9 | 1.3 | 42.9 |
| 11. Punjab | 34.3 | 6.5 | 6.5 | 1.0 | 0.8 | 3.0 | 52.1 |
| 12. Rajasthan | 26.1 | 14.3 | 9.4 | 1.3 | 1.4 | 2.9 | 55.4 |
| 13. Tamil Nadu | 10.3 | 7.8 | 9.7 | 1.6 | 1.2 | 6.2 | 36.8 |
| 14. Uttar Pradesh | 36.7 | 7.2 | 4.3 | 1.2 | 1.0 | 1.1 | 51.5 |
| 15. West Bengal | 16.8 | 14.7 | 7.6 | 0.8 | 2.8 | 5.4 | 48.1 |
| 16. Delhi | 44.4 | 9.8 | 7.6 | 2.4 | 1.3 | 3.0 | 68.5 |
| 17. Others | 12.3 | 5.2 | 2.9 | 0.6 | 2.6 | 1.4 | 25.0 |
| 18. Unknown | 29.8 | 9.6 | 3.9 | 1.1 | 2.8 | 1.7 | 48.9 |
| All India | 33.6 | 10.3 | 9.3 | 1.8 | 1.4 | 2.7 | 59.1 |

*Includes Abstinence, Rhythm, Withdrawal, Diaphragm, Jelly and Foam Tablet.

Note: Only 55,465 employees are considered excluding those who had not specified the methods used.

APPENDIX IX

## RELATIVE POPULARITY OF VARIOUS METHODS OF FAMILY PLANNING BY STATE, 1976

| State/Union Territory | Number of current users* | Per cent of current users | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | Condom | Vasectomy | Tubectomy | IUD | Oral Pill | Diaphragm/ Jelly/ F.T. | Abstinence/ Rhythm/ Withdrawal | |
| 1. Andhra Pradesh | 463 | 26.4 | 34.8 | 27.4 | 2.0 | 4.5 | 0.4 | 4.5 | 100.0 |
| 2. Bihar | 133 | 57.9 | 11.3 | 9.0 | 2.3 | 12.0 | 0.7 | 6.8 | 100.0 |
| 3. Gujarat | 201 | 35.8 | 17.4 | 24.4 | 2.0 | 12.4 | 2.5 | 5.5 | 100.0 |
| 4. Haryana | 1,317 | 73.6 | 11.8 | 6.8 | 3.0 | 1.0 | 0.2 | 3.6 | 100.0 |
| 5. Himachal Pradesh | 66 | 54.5 | 24.2 | 6.1 | 0.0 | 10.6 | 0.0 | 4.6 | 100.0 |
| 6. Jammu & Kashmir | 55 | 36.4 | 54.5 | 0.0 | 1.8 | 5.5 | 0.0 | 1.8 | 100.0 |
| 7. Karnataka | 159 | 30.2 | 22.0 | 23.3 | 2.5 | 8.2 | 0.0 | 13.8 | 100.0 |
| 8. Kerala | 196 | 6.6 | 42.9 | 21.4 | 0.5 | 3.1 | 0.0 | 25.5 | 100.0 |
| 9. Madhya Pradesh | 1,146 | 63.6 | 12.7 | 12.7 | 1.7 | 4.9 | 0.7 | 3.7 | 100.0 |
| 10. Maharashtra | 3,857 | 16.0 | 32.1 | 45.8 | 0.9 | 2.2 | 0.3 | 2.7 | 100.0 |
| 11. Punjab | 208 | 65.9 | 12.5 | 12.5 | 1.9 | 1.4 | 0.5 | 5.3 | 100.0 |
| 12. Rajasthan | 1,200 | 47.2 | 25.7 | 17.0 | 2.4 | 2.5 | 0.5 | 4.7 | 100.0 |
| 13. Tamil Nadu | 299 | 28.1 | 21.1 | 26.4 | 4.4 | 3.3 | 1.3 | 15.4 | 100.0 |
| 14. Uttar Pradesh | 1,026 | 71.3 | 13.9 | 8.3 | 2.3 | 2.0 | 0.0 | 2.2 | 100.0 |
| 15. West Bengal | 397 | 35.0 | 30.5 | 15.6 | 1.8 | 5.8 | 2.8 | 8.5 | 100.0 |
| 16. Delhi | 21,872 | 64.8 | 14.2 | 11.1 | 3.5 | 2.0 | 0.4 | 4.0 | 100.0 |
| 17. Others | 87 | 49.4 | 20.7 | 11.5 | 2.3 | 10.3 | 0.0 | 5.8 | 100.0 |
| 18. Unknown | 88 | 60.2 | 18.2 | 9.1 | 2.3 | 5.7 | 0.0 | 4.5 | 100.0 |
| All India | 32,770 | 56.9 | 17.5 | 15.7 | 2.9 | 2.4 | 0.4 | 4.2 | 100.0 |

*13,527 users who had not mentioned the specific method of family planning used are excluded.

APPENDIX X

## UPPER ECONOMIC STATUS AMONG USERS AND NON-USERS BY STATE, 1976

| State/Union Territory | Per cent Upper Status to total currently married employees | Per cent Upper Status among: | |
|---|---|---|---|
| | | Users | Non-Users |
| 1. Andhra Pradesh | 10.2 | 16.4 | 6.4 |
| 2. Bihar | 12.5 | 16.9 | 8.3 |
| 3. Gujarat | 32.4 | 37.0 | 26.8 |
| 4. Haryana | 11.9 | 14.2 | 6.1 |
| 5. Himachal Pradesh | 12.8 | 17.4 | 7.4 |
| 6. Jammu & Kashmir | 15.7 | 27.5 | 5.4 |
| 7. Karnataka | 29.1 | 39.2 | 18.6 |
| 8. Kerala | 16.3 | 21.8 | 7.3 |
| 9. Madhya Pradesh | 7.7 | 11.8 | 3.9 |
| 10. Maharashtra | 10.0 | 13.4 | 6.8 |
| 11. Punjab | 36.4 | 40.3 | 29.3 |
| 12. Rajasthan | 17.8 | 21.7 | 12.2 |
| 13. Tamil Nadu | 25.8 | 30.3 | 21.8 |
| 14. Uttar Pradesh | 17.9 | 23.7 | 8.2 |
| 15. West Bengal | 18.0 | 20.0 | 14.7 |
| 16. Delhi | 18.4 | 20.1 | 13.0 |
| 17. Others | 12.8 | 27.9 | 5.0 |
| 18. Unknown | 20.6 | 28.2 | 12.9 |
| All India | 16.7 | 19.6 | 10.6 |



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APPENDIX XI

## DEMOGRAPHIC CHARACTERISTICS OF USERS AND NON-USERS BY STATE, 1976

| State/Union Territory | Average age of Wife | | Average Number of Living Children | |
|---|---|---|---|---|
| | Users | Non-users | Users | Non-users |
| 1. Andhra Pradesh | 31.1 | 27.5 | 3.3 | 2.2 |
| 2. Bihar | 28.5 | 25.4 | 2.8 | 1.2 |
| 3. Gujarat | 32.1 | 27.7 | 2.7 | 1.1 |
| 4. Haryana | 28.4 | 25.6 | 2.7 | 1.1 |
| 5. Himachal Pradesh | 33.1 | 28.4 | 2.9 | 1.5 |
| 6. Jammu & Kashmir | 30.8 | 26.4 | 2.6 | 1.2 |
| 7. Karnataka | 30.8 | 26.3 | 2.6 | 1.5 |
| 8. Kerala | 33.0 | 28.9 | 2.9 | 1.4 |
| 9. Madhya Pradesh | 27.6 | 23.2 | 2.7 | 1.1 |
| 10. Maharashtra | 33.0 | 26.5 | 3.8 | 1.8 |
| 11. Punjab | 31.7 | 27.8 | 2.7 | 1.1 |
| 12. Rajasthan | 29.6 | 26.0 | 2.9 | 1.3 |
| 13. Tamil Nadu | 31.5 | 29.3 | 3.0 | 1.7 |
| 14. Uttar Pradesh | 30.1 | 26.3 | 2.8 | 1.3 |
| 15. West Bengal | 33.5 | 30.7 | 2.9 | 1.8 |
| 16. Delhi | 31.0 | 28.8 | 2.8 | 1.4 |
| 17. Others | 30.8 | 25.1 | 3.0 | 1.0 |
| 18. Unknown | 28.9 | 26.5 | 2.7 | 1.2 |
| All India | 31.7 | 27.4 | 2.9 | 1.5 |

APPENDIX XII

# PROFORMA

1. Name of Government servant :

2. Designation :

3. Marital Status :

4. Residential Address :

5. Age of

   (i) Government servant :

   (ii) His/Her spouse :

6. No. of Living Children :

7. Age of Last Child :

8. If the couple is in the reproductive age group (wife's) age between 15 and 44 years), whether they are adopting any family planning method? :

   (a) Yes/No

   (b) If yes, what method :

9. Name and number of CGHS dispensary :

Signature